Benefits Survey

1. What is your business sector?

	Response Percent	Response Count
Retail	23.2%	26
Manufacturing	9.8%	11
Service	**30.4%**	**34**
Medical	8.0%	9
Construction	9.8%	11
Industrial	0.9%	1
Distribution	2.7%	3
Other (please specify)	25.9%	29
	answered question	**112**
	skipped question	**1**

2. How Many Employees do you have in the Fulton-Montgomery County region?

	Response Percent	Response Count
Under 5 FTE	**50.0%**	**56**
6-10 FTE	11.6%	13
11-19 FTE	7.1%	8
20-29 FTE	2.7%	3
30-49 FTE	7.1%	8
50-99 FTE	4.5%	5
100-199 FTE	4.5%	5
200 and above FTE	3.6%	4
Other (please specify)	8.9%	10
	answered question	**112**
	skipped question	**1**

3. If you provide benefits to your full time employees, when do they become eligible for the benefits. Benefits such as health insurance, vacation/personal/sick days etc.

	Response Percent	Response Count
Immediately	15.8%	12
30 day waiting period	18.4%	14
60 day waiting period	3.9%	3
90 day waiting period	18.4%	14
6 months	7.9%	6
1 year	9.2%	7
Other (please specify)	**32.9%**	**25**
	answered question	**76**
	skipped question	**37**

4. Please select the benefits you offer your (Full-Time) employees:

	1 day per month	1 day per hours worked	5 days per year	10 days per year	15 days per year	20 days per year	Response Count
Paid Vacation	4.7% (2)	0.0% (0)	32.6% (14)	**46.5% (20)**	11.6% (5)	16.3% (7)	43
Sick Time	10.5% (2)	0.0% (0)	**73.7% (14)**	5.3% (1)	10.5% (2)	5.3% (1)	19
PAID TIME OFF for sick/personal/bereavement	19.0% (4)	0.0% (0)	**61.9% (13)**	9.5% (2)	4.8% (1)	4.8% (1)	21
						Other (please specify)	33
						answered question	**48**
						skipped question	**65**

5. Paid Holidays. If you provide paid holidays to your employees, please skip to the next question. If you do not, do you provide floating days for your employees?

	4 per year	6 per year	8 per year	10 per year	12 per year	Response Count
Floating Holidays	7.1% (1)	**57.1% (8)**	7.1% (1)	14.3% (2)	14.3% (2)	14
					Other (please specify)	14
					answered question	**14**
					skipped question	**99**

6. Please select from the following list which days you provide as a paid holiday to your employees.

	Response Percent	Response Count
New Year's Day	79.7%	55
Martin Luther King Day	13.0%	9
President's Day	18.8%	13
Good Friday	14.5%	10
Memorial Day	76.8%	53
Fourth of July	78.3%	54
Labor Day	71.0%	49
Columbus Day	14.5%	10
Veteran's Day	11.6%	8
Thanksgiving Day	**82.6%**	**57**
"Black Friday" Day after Thanksgiving	27.5%	19
Christmas Day	**82.6%**	**57**
Other (please specify)	30.4%	21
	answered question	**69**
	skipped question	**44**

7. Do you offer your employees any of the following:

	100% Paid by Employer	90% employer/10% employee	80% employer/20% employee	75% employer/25% employee	50% employer/50% employee	100% employee responsibility	Response Count
Individual (employee)Health Insurance (HMO PLAN)	**33.3% (10)**	6.7% (2)	6.7% (2)	10.0% (3)	30.0% (9)	20.0% (6)	30
Individual (employee)Health Insurance (PPO PLAN)	**33.3% (7)**	9.5% (2)	19.0% (4)	0.0% (0)	23.8% (5)	14.3% (3)	21
Individual (employee)Health Insurance (POS PLAN)	**25.0% (1)**	0.0% (0)	**25.0% (1)**	**25.0% (1)**	0.0% (0)	**25.0% (1)**	4
Individual (employee)Health Insurance (HIGH DEDUCTIBLE)	12.5% (1)	0.0% (0)	0.0% (0)	12.5% (1)	25.0% (2)	**50.0% (4)**	8
Individual (employee)Dental Insurance	**31.3% (5)**	6.3% (1)	12.5% (2)	12.5% (2)	6.3% (1)	**31.3% (5)**	16
Individual (employee)Vision Insurance	**30.8% (4)**	7.7% (1)	15.4% (2)	7.7% (1)	15.4% (2)	23.1% (3)	13
						Other (please specify)	16
						answered question	**48**
						skipped question	**65**

8. If you offer Health Insurance, are you self insured or fully insured?

	Response Percent	Response Count
Self Insured	7.1%	4
Fully Insured	**78.6%**	**44**
Other (please specify)	14.3%	8
	answered question	**56**
	skipped question	**57**

9. If you offer and pay for Health Insurance to your EMPLOYEE AND FAMILY, please answer the following that apply:

	100% paid by employer	80% employer/20% employee	75% employer/25% employee	50% employer/50% employee	100% employee for spouse or family coverage	Response Count
Family Health Insurance	8.8% (3)	17.6% (6)	5.9% (2)	32.4% (11)	**35.3% (12)**	34
Health Insurance for employee and spouse/domestic partner/same sex partner	16.7% (3)	**27.8% (5)**	5.6% (1)	22.2% (4)	**27.8% (5)**	18
					Other (please specify)	10
					answered question	**37**
					skipped question	**76**

10. Does your organization offer a Wellness program?

	Healthy living/eating	Exercise and wellness	Team building/support	Response Count
Yes, and we offer	42.9% (3)	**85.7% (6)**	28.6% (2)	7
No	**100.0% (54)**	70.4% (38)	68.5% (37)	54
			Other (please specify)	5
			answered question	**60**
			skipped question	**53**

11. Do you offer tuition assistance to your employees?

		Response Percent	Response Count
Yes. Must be job related		31.8%	21
No.		**68.2%**	**45**
		answered question	**66**
		skipped question	**47**

12. Do you offer benefits to your PART TIME employees

	Response Percent	Response Count
No Benefits	**66.7%**	**44**
Same as Full Time Employees	9.1%	6
Please list eligible benefits below	0.0%	0
Other (please specify)	24.2%	16
	answered question	**66**
	skipped question	**47**

13. Does the employer pay for NON-Required training?

	Response Percent	Response Count
Yes for Leadership, Management Skills, Sales training	31.8%	21
No.	**62.1%**	**41**
Other (please specify)	6.1%	4
	answered question	**66**
	skipped question	**47**

14. Does your company provide incentives for

	Response Percent	Response Count
Employees referring new employees	33.3%	12
Sales leads for new customers	**44.4%**	**16**
Other (please specify)	38.9%	14
	answered question	**36**
	skipped question	**77**

15. Do you offer any of the following benefits to your employees?

	Response Percent	Response Count
Dental	**62.8%**	**27**
Flex Plan	16.3%	7
Employee Assistance Program	14.0%	6
Voluntary Life Coverage	20.9%	9
Group Life Coverage (paid by company)	34.9%	15
Long Term Disability Coverage (employee paid)	25.6%	11
Long Term Disability Coverage (paid by company)	14.0%	6
Medical Coverage to Retirees	7.0%	3
Access to AFLAC or Other Outside Benefit Programs	48.8%	21
Other (please specify)	25.6%	11
	answered question	**43**
	skipped question	**70**

16. Do you offer a pension or retirement program? If yes, what type of contribution or match do you offer? Employer contribution to Pension Employer match to Employee contribution of IRA/401/Pension

	Response Percent	Response Count
Company sponsored pension (100% company contribution)	8.7%	4
Company sponsored pension (company/employee contribution)	**60.9%**	**28**
Non-company sponsored contribution to Employee's IRA or other Retirement vehicle	10.9%	5
Company Sponsored- NO company contribution/employee contribution only	8.7%	4
Other (please specify)	17.4%	8
	answered question	**46**
	skipped question	**67**

17. If you do offer a pension/retirement plan contribution, what is the vesting period required of the employee to receive the contribution?

	Response Percent	Response Count
100% vesting when contribution is made	35.1%	13
Vesting is required, see next question	**54.1%**	**20**
Other (please specify)	10.8%	4
	answered question	**37**
	skipped question	**76**

18. Employer contributions to pensions are made when employee is eligible but vesting. What is your vesting period?

	Response Percent	Response Count
Employee is fully vested after 6 months of employment	16.7%	6
Employee is fully vested after 1 year of employment	**27.8%**	**10**
Employee is fully vested after 2 years of employment	11.1%	4
Employee is fully vested after 5 years of employment	22.2%	8
Employee is fully vested after 10 years of employment	0.0%	0
Other (please specify)	22.2%	8
	answered question	**36**
	skipped question	**77**